

BOARD OF SUPERVISORS

Brown County



305 E. WALNUT STREET
P. O. BOX 23600
GREEN BAY, WISCONSIN 54305-3600
PHONE (920) 448-4015 FAX (920) 448-6221

RACIAL EQUITY AD HOC COMMITTEE

Pooja Bambha-Arora, Chair
Rashad Cobb, Vice Chair
Louise Padron, Secretary
Carina Abrego-Koch, Jose Villa,
Tara Yang, Supervisor Megan Borchardt,
Supervisor Amanda Chu, Supervisor Patrick Buckley

RACIAL EQUITY AD HOC COMMITTEE

Monday, June 28, 2021

5:00 p.m.

Auditorium, Central Library

515 Pine Street, Green Bay, WI

RACIAL EQUITY AD HOC COMMITTEE MEETING MINUTES

1. Call to Order- 5:15 by Chair Dr. Bambha-Arora
 - A. Roll call- all committee members are present and accounted for.
 - B. Land acknowledgement by Secretary Padron.
2. Approve/Modify Agenda
 - A. Motion to approve made by Committee member Yang.
 - B. Motion seconded by Supervisor Chu.
 - C. Motion passed unanimously.
3. Approve/Modify Minutes of Monday, May 24th, 2021.
 - A. Motion made by Vice Chair Cobb.
 - B. Motion seconded by Committee member Yang.
 - C. Motion passed unanimously.
4. Comments from the Public
 - A. Vice Chair Cobb introduced Committee member alternate Breck Warren.
 - B. Mr. Warren, residing at 1980 Strawberry Lane in Green Bay, WI, 54304, state that he moved to the area from Chicago approximately 11 years ago. His wife is an enrolled Oneida tribal member who previously worked for Chairman Tehassi Hill. Mr. Warren stated that he currently works as an English and Language Arts teacher for the Oneida Nation School System. Prior, he worked with Vice Chair Cobb at the boys and girls club. He was reminded of this meeting by his wife and after seeing a new article. He stated that he was happy to be there.

5. Discussion about upcoming speakers from GARE and Appleton in future meetings
 - A. Chair Dr. Bambha-Arora stated that there were two people in mind for future meetings, but they were not able to be there at that meeting. There were technical challenges and may need to have them in a virtual meeting format. Chair Dr. Bambha-Arora stated that she would be reaching out to potential presenters personally to confirm.
 - B. Committee member Yang added that the potential presenters were asking for clarification on time of presentation and other logistical details.
 - C. Chair Dr. Bambha-Arora stated that she will provide details to presenters and schedule bring them in either next month or the following depending on their schedule.
 - D. Vice Chair Cobb asked if the Committee was able to answer all questions from potential presenters.
 - E. Chair Dr. Bambha-Arora responded that questions dealt with budget approval, funding, and Zoom details.
 - F. Committee member Yang stated that funding was not information that they were looking for, but they were looking for logistical information.
 - G. Vice Chair Cobb agreed to get presenters on the schedule for the next meeting and plan to have technology in place.
 - H. Supervisor Chu added that protocol for committee members is not to meet virtually, but speakers can be brought in virtually. She suggested that the committee should develop questions to ask the presenters ahead of time, to better gain direction of what we are looking for.
 - I. Supervisor Borchardt stated that the committee has the option to schedule a meeting around the presenters' schedules.
 - J. Supervisor Chu asked if the committee could brainstorm questions. A first step could be to recap GARE's role as a technical support for county level government pursuing racial equity efforts. The committee could discuss what the relationship between the county and GARE would potentially look like. This could provide direction in what the committee is looking for in terms of presentations. She added that the role of the committee is not necessarily to take formal actions to implement changes, but to advice and make recommendations to the county who make the final decisions for implementing policy.
 - K. Chair Dr. Bambha-Arora stated that the committee is looking at a toolkit from GARE to inform policy decisions when it comes to institutional racism. Based on what Supervisor Erickson presented, GARE has a good idea of how the strategies they recommend, which are based on size and unique needs of each county, can best be implemented.
 - L. Vice Chair Cobb offered suggestions of questions for GARE:
 - i. How does GARE work with municipalities?
 - ii. What are common obstacles GARE faces in terms of buy in from municipalities?
 - iii. How does GARE work through those obstacles and concerns?
 - M. Chair Dr. Bambha-Arora added another question for GARE would be how do we operationalize those policies when it comes to areas such as housing and educational institutions?
 - N. Supervisor Borchardt suggested that the committee could break into small groups to come up with questions. Then we could look closer, strategize, and break down those questions and potentially come up with ideas on how we would like to see that happen in an equitable way.
 - O. Vice Chair Cobb state that the intent of the first question was to give the presenters space to tell the committee what they already do. If the questions get too specific, it could limit their presentations which have been given in various capacities already.
 - P. Supervisor Erickson stated that she wrote resolution which was designed as a contract with GARE to bring in DEI training opportunities.
 - i. She would like to be a part of those small groups to see what the committee members want out of those DEI trainings. Once a GARE membership is established, then the committee would be privy to the information they already have.

- ii. She is hesitant to ask a person of color to come in and present for free. If future conversations are about DEI training, she asks that participants consider specifics that could be offered to all county employees to meet federal standards.
 - iii. Professionals can look at county budgets to determine what areas can be expanded upon and improvements made.
- Q. Supervisor Chu stated that in the county, an HR team has been vetting DEI trainings that every employee would undertake.
- i. Those trainings are like those offered at universities. The goal is to find a training that fits all county workers.
 - ii. HR generalist is also interested to find something meaningful that their HR team could try and then scale it across the county institution.
- R. Supervisor Erickson stated that there are federal requirements for DEI training and GARE would make it easier on HR by taking away some of the burden of what they have been working on so far.
- S. Supervisor Chu suggested that the committee can pull together a presentation for the HR team that could then go to the entire county and meet each areas unique needs and dynamics.
- T. Vice Chair Cobb asked if HR has specified what their needs are. If they are doing this to be in compliant with federal standards, can the committee see what those federal requirements are? Then we can talk to GARE about their ability to meet federal requirements.
- U. Supervisor Chu intends to follow up with what those federal guidelines are.
- V. Supervisor Erickson stated that it would be interesting to see what HR is currently doing to train new employees, as that would avoid redoing what they are currently doing.
- W. Vice Chair Cobb suggested that the committee invite someone from HR to present on current training efforts.
- X. Supervisor Chu stated that there was a representative from ADRC present who could share what they are doing in the Public Health Department. This work is already happening within the county.
- Y. Supervisor Buckley asked if Dir. Weininger could come to the next meeting and explain what the county is and is not doing. As far as GARE, the committee should determine goals and objectives before bringing in the wrong agent to drive us. Could be further discussed under agenda item #8.
- Z. Supervisor Chu Amanda asked if there should be a breakout group for funding.
- AA. Chair Dr. Bambha-Arora stated that she has collected some statistics that could be shared about education and jobs.
- i. Regarding ordinance/ policy in place in terms of equity, there is none in Brown County per Dir. Weininger.
 - ii. She stated that the committee should have its own framework before bringing in GARE. Members have done their own outreach work, and we should have speakers from organizations to know about needs in Brown County.
 - iii. Each agency has specific data, as well as the public health department, in terms of educating and strategizing. GARE seems more specific to training and how to operationalize strategies.
 - iv. Yes, we can have GARE, but we need to continue to build collaborative partners, specific to community needs.
- BB. Committee member Abrego-Koch suggested that the committee could we get a strategic planning session going to identify areas of focus from the committee members and outside organizations.
- CC. Committee member Yang stated that before setting goals, the committee should identify what the issues are. Last time we talked about goal setting, but it is unclear if all members are aligned on the issues.
- DD. Vice Chair Cobb stated that the committee is trying to set goals before understanding the problem.
- EE. Supervisor Chu stated that the committee is looking to make an impact at all levels which impact health.

- FF. Supervisor Buckley suggested to keep the agenda shorter and make it about issues so people can talk about issues that are out there. There might be issues that are out of the committee's scope to address, such as public education.
- GG. Chair Dr. Bambha-Arora added that there are two ways to look at problems such as social determinants. When looking at larger problems, both quantitative and qualitative data should be prioritized. She suggested reaching out to health organizations such as Prevea and bring them to each meeting to reflect on what they see and what their expectations are.
- HH. Vice Chair Cobb agreed with the idea of inviting a larger institution such as ADRC, hospitals, and then inviting non-profits.
- II. Secretary Padron offered to facilitate a focused conversation at the next meeting to organize and tap into the resources and knowledge that already exists on the committee, which will help better identify gaps and then hopefully allow for a clearer strategical direction to emerge.
- JJ. Vice Chair Cobb agreed that the committee should get to know each other first.
 - i. There has not been an opportunity provided in the last meetings to understand where each person is coming from.
 - ii. A good start would be accessing GARE training as well as education for the committee members. He agreed that asset mapping the committee's talents and connections, followed by having the county come in and discuss what they see as current issues, such as with the county health department.
 - iii. The committee could then identify how our talents can be used to meet their identified needs. After that, non-profits could come in to fill further gaps.
- KK. Chair Dr. Bambha-Arora stated that it is still important to look at a bigger picture, which would be supported by inviting organizations to present at future meetings, but they would be spaced out and not all at one meeting. She has reached out to a few organizations and has a presentation ready for the next meeting that includes statistical data and outreach work that she has collected.
- LL. Motion to hold agenda items number 5 to a later meeting.
 - i. Motion made by Supervisor Chu.
 - ii. Motion seconded by Committee member Yang.
 - iii. Motion passes unanimously.

6. Funding/Grant Opportunity discussion

- A. Motion to hold until later meeting made by Supervisor Chu.
- B. Motion seconded by Committee member Yang.
- C. Motion passed unanimously.

7. General Update from chair and committee members

- A. Supervisor Borchardt shared an update from the refugee task force of Brown County.
 - i. UWGB created a task force to identify number of refugees in the county.
 - ii. The population of refugees in the county is 2,093.
 - iii. 70% of refugees are secondary migrants, that is refugees who moved to another state after initially being resettled.
 - iv. Full report will be available soon on the UWGB website.
 - v. Heavy efforts being made by local businesses to recruit refugees and immigrant populations.
 - vi. The report listed ways in which those with refugee background are not receiving help.
 - vii. There is already a large Hmong and Somali population.
 - viii. They are also making better connections with Burmese/ Myanmar group of people, and Congolese/ Democratic Republic of Congo people, and determined these groups are not having needs met between Community Service Agency Inc. (COMSA) and World Relief Fox Valley.

- ix. World Relief Fox Valley plans to resettle up to 450 refugees in the coming years, as the program is rebuilt. There is ongoing conversation about expanding resettlement effort into Green Bay.
 - B. Motion to close out agenda item #7
 - i. Motion made by Supervisor Buckley.
 - ii. Motion seconded by Supervisor Chu.
 - iii. Motion passed unanimously.
8. Discussion of next steps regarding goals and objectives for the ad hoc committee
- A. Supervisor Chu suggested that the committee could involve outside community members to do some of the pre-planning to move us through until the next meeting.
 - B. Secretary Padron clarified that the focused conversation could take place at the next committee meeting, although perhaps not in its entirety if there will be a speaker scheduled. That focused conversation would one task of the prework done before the next step of strategic planning.
 - C. Chair Dr. Bambha-Arora state that she would like to have time to present the data already gathered at the next meeting and have some separate working groups.
 - D. Supervisor Chu inquired how many committee members have been part of a strategic planning work group, to which most of the members responded that they had.
 - E. Vice Chair Cobb suggested that the committee try to recruit an outside community member to facilitate those conversations so as not to lose the expertise or participation of the committee members if one were to take on the role of facilitation.
 - F. Supervisor Chu stated there is a local agency that can offer up to three hours of working time for free. They can conduct work groups such as a strategic planning session, and they are designed with a racial equity lens in mind.
 - G. Committee member Yang stated that the three speakers that she previously mentioned can touch on all areas addressed during the current meeting.
 - H. Committee member Villa stated that there has been a lot of going back and forth about whether to discuss issues first or set goals first, but it feels like there is more direction than the last time. The committee members have a lot of knowledge of and involvement in the community, which should be accessed.
 - I. Supervisor Borchardt stated Megan suggested an alternate meeting room, # 200 in northern building.
 - J. Motion to receive and place on file agenda item #8
 - i. Motion made by Supervisor Buckley.
 - ii. Motion seconded by Supervisor Chu.
 - iii. Motion passed unanimously.
9. Motion to adjourn.
- A. Motion made by Supervisor Buckley.
 - B. Motion seconded by Vice Chair Cobb.
 - C. Motion passed unanimously.
 - D. Racial Equity Ad Hoc Committee meeting adjourned until Monday July 26, 2021, at 5:00 PM.
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